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Separate paging is given to this Part in order that it may be filed as a separate compilation

PART III - SECTION 4

Miscellaneous Notifications including Notifications, Orders, Advertisements and Notices issued by Statutory Bodies

RESERVE BANK OF INDIA

Department of Banking Development

Bombay-1, the 26th November 1964

Ref. DBD. No. SB. 490/7-64/65—It is hereby notified, for general information, that in pursuance of clause (a) of Sub-section (4) of Section 21 read with clause (d) of Sub-section (1) of that Section of the State Bank of India Act, 1955 (23 of 1955), as amended by the State Bank of India (Amendment) Act, 1964 (35 of 1964), the Reserve Bank of India has nominated Shri Jehangir P. Patel, 'Gulestan', 37, Cuffe Parade, Bombay-5, as member of the Bombay Local Board of the State Bank with effect from the 1st December 1964.

P. C. BHATTACHARYYA
Governor

STATE BANK OF INDIA

NOTICE

Bombay, the 25th November 1964

The following appointments on the Bank's staff are hereby notified :—

- (i) Shri S. K. Gupta to officiate as Superintendent, Advances Department, Calcutta, as from the close of business on the 21st November 1964, vice Shri R. L. Magon.
- (ii) Shri K. H. Desai to officiate as Secretary and Treasurer, Ahmedabad Circle, with effect from the 1st December 1964;
- (iii) Shri T. R. Varadachary to officiate as Deputy Secretary and Treasurer, Ahmedabad Circle, with effect from the 1st December 1964.

N. A. KRISHNAN
Managing Director

STATE BANK OF BIKANER AND JAIPUR

NOTICE

Jaipur, the 20th November 1964

Notice is hereby given that the register of shareholders of the Bank shall remain closed from Wednesday, the 16th December 1964 to Thursday, the 31st December 1964, both days inclusive.

By order of the Board

SATYA DEV
General Manager

STATE BANK OF TRAVANCORE

NOTICE

Trivandrum, the 27th November 1964

Notice is hereby given that the Register of Shareholders of the State Bank of Travancore will be closed for transfer of shares from the 16th December 1964 to the 31st December 1964, both days inclusive.

K. C. KURUVILLA
General Manager

DEPARTMENT OF POSTS AND TELEGRAPHS

Office of the Director General of Posts and Telegraphs

NOTICE

New Delhi-1, the 25th November 1964

No. 25/31/64-LI—Postal Life Insurance Policy No. 38539-C dated 8th November 1950, EA/55 for Rs. 1,000 held by Shri Ram Chandra Krishna Dixit, having been lost from his custody notice is hereby given that the payment thereof has been stopped. The Deputy Director, Postal Life Insurance, Calcutta, has been authorised to issue a duplicate policy in favour of the insurant. The Public are hereby cautioned against dealing with the original policy.

S. B. VELANKAR
Director
Postal Life Insurance

OIL AND NATURAL GAS COMMISSION**NOTIFICATION***Dated the.....*

In exercise of the powers conferred by Section 32 of the Oil and Natural Gas Commission Act, 1959 (43 of 1959), the Commission hereby makes, with the previous approval of the Central Government, the following regulations, namely :—

1. (1) These regulations may be called the Oil and Natural Gas Commission (Conduct, Discipline and Appeal) Regulations, 1964.

(2) They shall be deemed to have come into force on the 9th August 1963.

DEFINITIONS

2. In these regulations, unless the context otherwise requires—

- (a) the 'Act' means the Oil and Natural Gas Commission Act, 1959;
- (b) 'appointing authority' means—
 - (i) the authority empowered to make appointments to the service of which the employee is for the time being a member or to a grade of the service in which the employee is for the time being included; or
 - (ii) the authority empowered to make appointment to the post which the employee for the time being holds; or
 - (iii) the authority which appointed the employee to such service, grade or post, as the case may be; or
 - (iv) where the employee having been a permanent member of any other service or having substantively held any other permanent post has been in continuous employment of the Commission, the authority which appointed him to that service or to any grade under the service or to that post,
- (c) "competent authority" with reference to the exercise of a power, means the officer or authority to whom the power is delegated by or under these regulations;
- (d) "Commission" means the Oil and Natural Gas Commission established under the Act;
- (e) "disciplinary authority" in relation to the imposition of a penalty on an employee means the authority competent under these regulations to impose on him that penalty;
- (f) "employee" means a person who holds a post under the Commission and includes any such person whose services are temporarily placed at the disposal of a State or the Central Government or any Government Industrial Undertaking.

Explanation : A Central or State Government servant or an employee of another public undertaking on foreign service to the Commission will continue to be governed by the Conduct Rules of his department/office.

- (g) "Government" means the Central Government;
- (h) "Government servant" means a person who is a member of a service or who holds a civil post under the Union or State Government and includes any such person on foreign service;
- (i) "members of the family" in relation to an employee include—
 - (i) the wife, child or step child of such employee whether residing with him or not, and in relation to an employee who is a woman, the husband residing with her and dependent on her; and
 - (ii) any other person related whether by blood or by marriage to the employee or to such employee's wife or husband and wholly dependent on such employee, but does not

include a wife or husband legally separated from the employee or child or step child who is no longer in any way dependent upon him or her, or of whose custody the employee has been deprived by law.

(j) "misconduct": Without prejudice to the general meaning of the term "misconduct" and the specific provisions made in these regulations, the acts and omissions shown in the Annexure shall be deemed to be 'misconduct'.

APPLICATION

3. (1) These regulations shall apply to all the employees of the Commission, except—

- (a) workmen as defined in the Standing orders for contingent employees;
- (b) members of the Security Force of the Commission;
- (c) Government servants working in the Commission in respect of whom there are separate provisions.

(2) Nothing in these regulations shall operate to deprive any employee of any right or privilege to which he is entitled—

- (a) by or under any law for the time being in force; or
- (b) by the terms or conditions of service, or any agreement, subsisting between such person and the Government; or
- (c) by the terms of any agreement subsisting between him and the Commission at the commencement of these regulations.

4. Where it is considered necessary to make provisions in respect of an employee, inconsistent with any of these regulations, the authority making the appointment, with the prior approval of the Commission, may, by agreement with such employee, make such provisions, and thereupon these regulations shall not apply to such employee to the extent to which the provisions so made are inconsistent therewith.

ABSENCE FROM STATION

5. (1) Unless otherwise expressly provided, the whole time of an employee shall be at the disposal of the Commission and he shall serve the Commission in its business in such capacity and at such places as he may, from time to time, be directed.

(2) An employee shall not absent himself from duty without having obtained the permission of the competent authority.

(3) No employee shall leave the station where he is posted without obtaining previous permission from his immediate superior officer, unless otherwise so authorised by competent authority.

EMPLOYMENT OF NEAR RELATIVES OF EMPLOYEES IN FIRMS ENJOYING COMMISSION'S PATRONAGE

6. (1) No employee holding a post the maximum of the scale of which is more than Rs. 620, i.e. officers ordinarily known as Class I and II Officers, shall, except with the previous sanction of the Commission, permit any member of his family to accept any employment with any private firm with which he has official dealings.

Provided that where the acceptance of the employment cannot await the prior permission of the Commission or is otherwise considered urgent, the matter shall be reported to the Commission and the employment may be accepted provisionally subject to the permission of the Commission.

(2) If any member of the family of an employee had been employed in any private firm having business dealings with the Commission from a date prior to the employee joining the service of the Commission, he shall bring such fact to the notice of the Commission in writing immediately after taking up employment in the Commission.

(3) Where any proposal involves the award of a contract, in exercise of patronage of the Commission, in favour of any firm in which a member of family of the employee is employed, the fact shall be declared by the

employee concerned to the Commission and the case shall thereafter be decided by the Commission or its authorised representative in its discretion.

TAKING PART IN POLITICS AND ELECTIONS

7. (1) No employee shall be a member of, or be otherwise associated with, any political party or any organisation which takes part in politics, or has a political tinge, leanings or affiliations; nor shall he take part in, subscribe, in aid of or assist in any other manner, any political movement or activity.

(2) Commission's decision as to whether any movement or activity falls within the scope of (1) above shall be final.

(3) No employee shall canvass or otherwise interfere or use his influence in connection with or take part in, an election to any legislature or local authority:

Provided that—

- (i) an employee qualified to vote at such election may exercise his right to vote, but where he does so, he shall give no indication of the manner in which he proposes to vote or has voted;
- (ii) an employee shall not be deemed to have contravened the provisions of this regulation by reason only that he assists in the conduct of an election in the due performance of a duty imposed on him by or under any law for the time being in force.

Explanation : Offering himself as a candidate for election to local authority on being permitted by Commission shall not amount to the contravention of Sub-regulation (3) above.

DEMONSTRATIONS AND STRIKES :

8. No employee shall—

- (i) engage himself or participate in any demonstration which is prejudicial to the interests of the sovereignty and integrity of India, the security of the State, friendly relations with foreign States, public order, decency or morality or which involves contempt of court, defamation or incitement to an offence;
- (ii) resort to or in any way abet any form of strike in connection with any matter pertaining to his service or the service of any other employee of the Commission.

CONNECTION WITH PRESS OR RADIO

9. (1) No employee shall, except with the previous sanction of the Commission, own wholly or in part or conduct, or participate in the editing or managing of any newspaper or other periodical publication.

(2) No employee shall, except with the previous sanction of the Commission or any other authority empowered by it in this behalf, or in the *bona-fide* discharge of his duties, participate in a radio broadcast or contribute any article or write any letter either anonymously or in his own name or in the name of any other person to any source whatsoever, in or outside the Commission.

CRITICISM OF GOVERNMENT OR COMMISSION

10. No employee shall, in any radio broadcast or in any document published anonymously, or in his own name, or in the name of any other person, or in any communication to the Press, or in any public utterance, make any statement of fact or opinion :—

- (1) which has the effect of an adverse criticism of any current or recent policy or action of the Central Government or a State Government or the Commission or any other public undertaking. Nothing contained in this clause shall apply to *bona fide* expression of views based on correct and verified facts, onus of which shall be on the person making the statement, as an office-bearer of a trade union of such employees for the purpose of safeguarding the service conditions of such employee or for securing an improvement therein;
- (2) which is capable of embarrassing the relations between the Central Government and the Government of any State, or the Commission and the Government of any State;

- (3) which is capable of embarrassing the relations of Central Government and the Government of any foreign State;

Provided that nothing in this Regulation shall apply to any statements made or views expressed of a purely factual nature, which are not considered to be of a secret nature, by an employee in his official capacity or in the due performance of the duties assigned to him.

UNAUTHORISED COMMUNICATION OF INFORMATION

11. (1) No employee shall, while in service or after his retirement, resignation or discharge, except in accordance with any general or special order of his superior officers of the Commission or in the performance in good faith of the duties assigned to him, communicate directly or indirectly any official document or information to any employee or any other persons to whom he is not authorised to communicate such documents or information.

(2) Retaining or quoting in representations orders or notes or other information contained in official files, which the employee is not ordinarily expected to have seen or retained contravenes (1) above.

(3) No employee shall give any Press interviews without prior permission.

GIFTS

12. (1) Save as otherwise provided in these Regulations, no employee shall, except with the previous sanction of the Commission accept or permit any member of his family to accept from any person any gift other than a trifling value;

Provided that gifts of a value, reasonable in all circumstances of the case, may be accepted from relations and personal friends or presented to such persons on occasions such as wedding, anniversaries, funerals and religious functions, when the making or receiving of such gifts is in conformity with the prevailing religious or social customs.

(2) If a question arises whether any gift is of a trifling value or not, or where an employee is in any doubt whether a gift offered to him is of a trifling value or not, a reference shall be made to the Commission by such employee and the decision of the Commission thereon shall be final.

Explanation : Ordinarily a gift of the value of Rs. 50 or so shall be regarded as of trifling value.

(3) Gifts from foreign dignitaries other than those of a trifling value :—

- (i) may be retained by the recipient if symbolic in value and not of any practical use (e.g. sword or ceremonial robe etc.);
- (ii) will be deposited with the Commission in other cases the recipient being given the option to purchase them at prices to be fixed by the Commission.

Explanation : The amount of customs duty is not to be added for fixing the value of a gift received by an employee from a foreign dignitary abroad.

PRIVATE TRADING

13. (1) No employee or class of employees shall, except with the approval of the Commission engage directly or indirectly in any trade or business.

(2) No employee shall, except with the previous sanction of the Commission, take part in the registration, promotion or management of any bank or other company registered under the Indian Companies Act or any other law for the time being in force;

Provided that an employee may take part in the registration, promotion or management of Co-operative Societies under Co-operative Societies Act, 1912 or any other law for the time being in force or of a literary, scientific or charitable society registered under the Societies Registration Act, 1860 or any other corresponding law in force.

(3) No employee shall accept, solicit or seek any outside employment or office whether stipendiary or honorary, without the previous sanction of the competent authority.

FEE'S AND HONORARIA

14. No employee shall undertake part-time work for private or public body or a private person or persons

or accept fee therefor without the sanction of the competent authority, which shall grant sanction only in exceptional cases, when it is satisfied that the work can be undertaken without detriment to his official duties and responsibilities. The competent authority may in cases in which it thinks fit to grant such sanction, stipulate that any fees received by the employee for undertaking the work shall be paid in whole or part, to the Commission.

MOVABLE OR IMMOVABLE AND VALUABLE PROPERTY

15. (1) No employee shall, except with the prior permission of the prescribed authority—

- (a) acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift or otherwise, either in his own name or in the name of any member of his family, if it is of the value of Rs. 10,000 or above;

Provided that any such transaction of the value of less than Rs. 10,000 conducted otherwise than through a regular or reputed dealer shall also require the previous sanction of the prescribed authority;

- (b) construct a house;

- (c) undertake in respect of immovable property repairs or minor construction work, estimated to cost more than Rs. 2,500;

- (d) acquire or dispose of immovable property by way of dowry.

Explanation : (a) The prescribed authority for the purpose of this Sub-regulation shall be the Commission in the case of all employees except where any lower authority has been specifically prescribed in respect of any category of such employees;

(b) in respect of an employee on foreign service or on deputation to the Commission, the prescribed authority shall be the controlling authority of the cadre on which such an employee is borne.

(2) An employee who enters into any transaction concerning any movable property exceeding one thousand rupees in value, whether by way of purchase, sale or otherwise, shall forthwith report such transaction to the prescribed authority referred to in Sub-regulation (1) :—

Provided that no employee shall enter into any such transaction except with or through a regular or reputed dealer or agent or with the previous sanction of the prescribed authority.

Explanation 1 : For the purpose of this Sub-regulation, the expression 'movable property' includes, *inter alia*, the following, namely :—

- (a) jewellery, insurance policies, shares, securities and debentures;
- (b) loans, advances by such employee, whether secured or not;
- (c) motor cars, motor cycles, horses or any other means of conveyance;
- (d) refrigerators, radios and radiograms; and
- (e) "on account" payments to Co-operative House Building Societies for purchase, development etc. of land.

Explanation 2 : The monetary limit prescribed in this Sub-regulation will in relation to insurance policies apply to the amount of annual premium and not the value of the policy.

Explanation 3 : All purchases made at the same time, in the same place (shop etc.) and charged for in the same bill shall be treated as one transaction for the purpose of Sub-regulation (2) above, whether or not they relate to the same item.

Explanation 4 : For the purposes of this Sub-regulation, purchase of articles for presentation as dowry shall be deemed to be a transaction concerning any movable property.

(3) All transactions of both immovable and movable property made out of the funds (including stridhan, gifts, inheritance etc.) of the dependents of the employee, irrespective of the persons in whose name the transaction is made, shall be reported in the following manner :—

- (a) *Transactions in immovable property.*—These should be reported alongwith the annual property return but in a separate form. No other report is necessary.

(b) *Transactions in movable property.*—These should be reported immediately on completion or immediately after the employee comes to know of them. In both the types of cases, prior permission of the prescribed authority is not necessary.

(c) An employee who transfers any immovable property or movable property exceeding Rs. 1,000 in value, to a member of his family, should report or obtain sanction of the prescribed authority in accordance with these regulations.

(d) Transactions as members of Hindu undivided Joint Family do not require Commission's prior permission. In such cases, transactions in immovable property should be included in the annual property return and those in movable property should be reported to the prescribed authority immediately after completion or immediately after the employee comes to know of them.

If an employee is unable to give an idea of his share of such property, he may give details of the full property and the names of the members who share it.

(4) (i) Every employee holding a post, the maximum of the scale of pay of which is more than Rs. 620 shall on the first appointment in the Commission's service, and thereafter on the 1st January of each year, submit a return, in such form as the Commission may prescribe in this behalf of all immovable property owned, acquired or inherited by him or held by him on lease or mortgage, either in his own name or in the name of any member of his family, or in the name of any other person.

(ii) The Commission may also prescribe a similar return in respect of other categories of employees, as and when an occasion so demands.

VINDICATION OF ACTS AND CONDUCT OF EMPLOYEES

16. No employee shall except with the previous sanction of the Commission have recourse to any court or to the Press for the vindication of any official act which has been the subject matter of adverse criticism or an attack of a defamatory character.

Explanation : Nothing in this regulation shall be deemed to prohibit an employee from vindicating his private character or any act done by him in his private capacity.

CONVICTION OR ARREST OF AN EMPLOYEE

17. An employee convicted by a court of law or arrested shall report the fact of his conviction/arrest to his departmental superiors promptly; and failure to do so will render him liable to disciplinary action on this ground.

PRESSING OF CLAIM OR SEEKING REDRESS OF A GRIEVANCE IN SERVICE MATTERS

18. (1) An employee shall address immediate superior or head of office or such other authorities at the lowest level, as may be competent to deal with the matter.

(2) An appeal or representation to higher authorities shall not be made unless the appropriate lower authority has already rejected the claim or refused relief or unduly delayed the disposal of the case.

(3) A representation to Members and the Chairman of the Commission must not be made unless all means of securing attention or redress from lower authorities have been completely exhausted.

(4) No representation, appeal, petition or memorial shall be addressed by any employee to the Members of the Commission personally or to any outside authority or an authority not prescribed under the respective regulations.

(5) No employee shall send a representation or advance copies thereof to higher authorities except through proper channel or send copies of a representation to outside authorities.

Explanation : An advance copy of a representation may be sent direct to the addressee at the stage mentioned in Sub-regulation (2) above being reached.

BIGAMOUS MARRIAGES

19. (1) No employee who has a wife living shall contract another marriage without first obtaining the permission of the Commission, notwithstanding that such subsequent marriage is permissible under the personal law for the time being applicable to him.

(2) No female employee shall marry any person who has a wife living and vice versa, without first obtaining the permission of the Commission.

APPROACHING FOREIGN GOVERNMENTS FOR FINANCIAL ASSISTANCE

20. No employee shall approach directly or indirectly any foreign Government or foreign organisation for financial assistance for visiting a foreign country or attending a course abroad without prior permission of the Commission.

FORWARDING OF APPLICATIONS

21. (1) No employee shall forward any application for employment elsewhere, except through proper channel.

(2) An employee shall not forward an application for an award of a fellowship, Scholarship etc. directly to the authority concerned, unless he is sponsored by the Commission or is permitted to take up such Scholarship or fellowship.

ASSOCIATION OF EMPLOYEES WITH ACTIVITIES NOT CONNECTED WITH OFFICIAL DUTIES

22. (1) An employee with the previous sanction of the competent authority may join an educational institution or a course of study outside normal office hours provided that such pursuit does not detract from efficient discharge of his official duties.

(2) Subject to the observance of the conditions laid down in (1) above, and other conditions, if any, which may be mentioned in the letter granting such permission, an employee may join :—

- (a) Home Guards,
National Voluntary Corps.
Prantiya Raksha Dal and other officially sponsored police organizations.
- (b) Shramdan.
- (c) St. John Ambulance Brigade.
- (d) Territorial Army; and
- (e) Auxiliary Air Force.

(3) An employee may join Bharat Sewak Samaj, provided such a participation on his part does not interfere with due discharge by him of his normal official duties.

RETURN OF COMMISSION'S PROPERTY, EQUIPMENT, TOOLS ETC.

23. (1) Every employee leaving the service of the Commission shall before leaving the service of the return any of the property or equipment or tools belonging to the Commission issued or lent to him in connection with his employment in the Commission. The cost of such property equipment or tools not so returned shall be liable to be deducted from his pay or the amount due to him.

SUSPENSION

24. (1) The appointing authority, or any authority to which it is subordinate, or any other authority empowered by the Commission to impose a penalty specified in Regulation 25 may place an employee of the Commission under suspension :—

- (a) where a disciplinary proceeding against him is contemplated or is pending, or
- (b) where a case against him in respect of any criminal offence is under investigation or trial.

(2) Where an employee is detained in custody, whether on a criminal charge or otherwise, for a period exceeding 48 hours, he shall be deemed to have been suspended with effect from the date of detention, by an order of the Appointing Authority and shall remain under suspension until further orders.

(3) Where a penalty of dismissal, removal or compulsory retirement from service imposed upon an employee under suspension is set aside in appeal or a review under

these Regulations and the case is submitted for further inquiry or action or with any other directions, the order of his suspension shall be deemed to have continued in force on and from the date of the original order of dismissal, removal or compulsory retirement and shall remain in force until further orders.

(4) Where a penalty of dismissal, removal or compulsory retirement from service imposed upon an employee is set aside or declared or rendered void in consequence of or by a decision of a court of law and the disciplinary authority, on a consideration of the circumstances of the case, decides to hold a further inquiry against him on the allegations on which the penalty of dismissal, removal or compulsory retirement was originally imposed, the employee shall be deemed to have been placed under suspension by the Appointing Authority from the date of the original order of dismissal, removal or compulsory retirement and shall continue to remain under suspension until further orders.

(5) An order of suspension made or deemed to have been made under this rule may at any time be revoked by the Authority which made or is deemed to have made the order or by any authority to which that authority is subordinate.

(6) During the period of suspension, an employee shall draw subsistence allowance at such rates as may be specified by the Commission from time to time.

(7) Leave may not be granted to an employee under suspension.

DISCIPLINE

25. *Nature of Penalties* :—The following penalties may, for good and sufficient reasons and as hereinafter provided, be imposed on an employee of the Commission, who is found guilty of misconduct or a breach of any Regulations, rules or orders issued by the Commission or by any other authority empowered in that behalf by the Commission, namely :—

- (i) censure;
- (ii) withholding of increments or promotions;
- (iii) recovery from pay of the whole or part of any pecuniary loss caused to the Commission by negligence or breach of orders;
- (iv) reduction to a lower service, grade or post, or to a lower time-scale, or to a lower stage in a time scale;
- (v) compulsory retirement;
- (vi) removal from service which shall not be a disqualification for future employment;
- (vii) dismissal from service which shall ordinarily be a disqualification for future employment.

Explanation.—The following shall not amount to a penalty within the meaning of this rule :—

- (i) withholding of increments of an employee of the Commission for failure to pass a departmental examination in accordance with the rules or orders governing the service or post or the terms of his appointment;
- (ii) stoppage of an employee of the Commission at the efficiency bar in the time-scale on the ground of his unfitness to cross the bar;
- (iii) non-promotion whether in a substantive or officiating capacity of an employee of the Commission after consideration of his case, to a service, grade or post for promotion to which he is eligible;
- (iv) reversion to a lower service, grade or post of an employee of the Commission officiating in a higher service, grade or post on the ground that he is considered, after trial, to be unsuitable for such higher service, grade or post or on administrative grounds unconnected with his conduct;
- (v) reversion to his permanent service, grade or post of an employee of the Commission appointed on probation to another service, grade or post, during or at the end of the period of probation in accordance with the terms of his appointment or the rules and orders governing probation;
- (vi) replacement of the services of an employee of the Commission whose services have been

borrowed from Central Government or a State Government or an authority under the control of Central Government or a State Government at the disposal of the authority which had lent his services;

(vii) compulsory retirement of an employee of the Commission in accordance with the provisions relating to his superannuation or retirement;

(viii) termination of the service—

- (a) of an employee of the Commission appointed on probation, during or at the end of the period of probation, in accordance with the terms of his appointment or the rules and orders governing probation; or
- (b) of a temporary employee of the Commission in accordance with the Commission's regulations governing termination of service of such employees; or
- (c) of an employee of the Commission employed under an agreement, in accordance with the terms of such agreement.

DISCIPLINARY AUTHORITY

26. The Commission may impose any of the penalties specified in Regulation 25 on any employee of the Commission.

Provided that :—

- (i) any of the said penalties may also be imposed on any employee by the authority specified in this behalf by a general or special order of the Commission, or where no such order has been made by the appointing authority;
- (ii) provided further that when an employee is on foreign service to the Commission, no penalty shall be imposed on him without consultation with the disciplinary authority with respect to his substantive post; and
- (iii) notwithstanding anything contained in this regulation, no penalty specified in clauses (iv) to (vii) of Regulation 25 shall be imposed by any Authority lower than the Appointing Authority.

PROCEDURE FOR IMPOSING MAJOR PENALTIES

27. (1) An order imposing any of the penalties specified in clauses (iv) to (vii) of Regulation 25 shall be passed after an inquiry, held as far as may be in the manner hereinafter provided, namely :—

The disciplinary authority shall frame definite charges on the basis of the allegations on which the enquiry is proposed to be held. Such charges together with a statement of the allegations on which they are based shall be communicated in writing to the employee concerned and he shall be required to submit within such time as may be specified by the disciplinary authority—

- (a) to such authority; or
- (b) where a Board of Inquiry or Inquiring Officer has been appointed under clause (ii), to that Board or Officer, a written statement of his defence and also to state whether he desires to be heard in person.

(2) The disciplinary authority may inquire into the charges itself, or, if it considers it necessary so to do, it may either at the time of communicating the charges to the employee under clause (i), or at any time thereafter appoint a Board of Inquiry or Inquiring Officer for the purpose.

(3) The employee, shall, for the purpose of preparing his defence be permitted to inspect and take extracts from such official records as he may specify, provided that such permission may be refused, if for reasons, to be recorded in writing, in the opinion of the disciplinary authority such records are not relevant for the purpose or it is against the interest of the Commission to allow him access thereto.

(4) On receipt of the written statement of defence or of no such statement is received within the time specified, the disciplinary authority, the board of inquiry or the inquiring officer may inquire into such of the charges as are not admitted.

(5) The Inquiring Authority shall, in the course of inquiry, consider such documentary evidence and take such oral evidence as may be relevant or material in

regard to the charges. The employee shall be entitled to cross-examine witnesses examined in support of the charges and to give evidence in person.

(6) At the conclusion of the inquiry, the Inquiring Authority shall prepare a report of the inquiry, recording its findings on each of the charges together with the reasons therefor. If in the opinion of such authority, the proceedings of the inquiry established charges different from those originally framed, it may record findings on such charges provided that findings on such charges shall not be recorded unless the employee has admitted the facts constituting them or has had an opportunity of defending himself against them.

(7) The record of the inquiry shall include :—

- (a) the charges framed against the employee and the statement of allegations furnished to him under Sub-regulation (1);
- (b) written statement of defence, if any;
- (c) oral evidence taken in the course of the inquiry;
- (d) the documentary evidence considered in the course of the inquiry;
- (e) the orders, if any, made by the Disciplinary Authority and the Inquiring Authority in regard to the inquiry; and
- (f) a report setting out the findings on each charge and reasons therefor.

(8) The Disciplinary Authority shall, if it is not the Inquiring Authority, consider the record of the Inquiry and record its findings on each charge.

(9) If the Disciplinary Authority, having regard to its findings on the charges, is of the opinion that any of the penalties specified in clauses (iv) to (vii) of Regulation 25 should be imposed, it shall—

- (a) furnish to the employee a copy of the report of the Inquiring Authority and where the Disciplinary Authority is not the Inquiring Authority, a statement of its findings together with brief reasons of disagreement if any with the findings of the inquiring authority; and
- (b) give a notice stating the action proposed to be taken in regard to him and calling upon him to submit within a specified time such representation as he may wish to make against the proposed action.

(10) The Disciplinary Authority shall consider the representation made, if any by the employee in response to the notice given under clause (b) of Sub-regulation (9) and determine what penalty, if any, should be imposed on the employee and pass appropriate orders on the case.

(11) If, however, the Disciplinary Authority having regard to its findings is of the opinion that any of the penalties specified in clauses (i) to (ii) of Regulation 25 should be imposed, it shall pass appropriate orders in the case.

(12) Orders passed by the Disciplinary Authority shall be communicated to the employee who shall also be supplied with a copy of the report of the Inquiring Authority and where the Disciplinary Authority is not the Inquiring Authority, a statement of its findings together with the brief reasons for disagreement, if any, with the findings of the Inquiring Authority, unless they have already been supplied to him.

PROCEDURE FOR IMPOSING MINOR PENALTIES

28. (1) No order imposing any of the penalties specified in clauses (i) to (iii) of Regulation 25 shall be passed except after—

- (a) an employee is informed in writing of the proposal to take action against him and of the allegations on which it is proposed to be taken and given an opportunity to make any representation, he may wish to make; and
- (b) such representation, if any, is taken into consideration by the Disciplinary Authority.

(2) The record of proceedings in such cases shall include—

- (i) a copy of the intimation to the employee of the proposal to take action against him;
- (ii) a copy of the statement of allegations communicated to him;

- (iii) his representation, if any; and
- (iv) orders on the case together with reasons thereof.

JOINT INQUIRY

29. (1) Where two or more employees are concerned in any case, the Commission or any other authority competent to impose penalty of dismissal from service on all such employees may make an order that disciplinary action against all of them may be taken in a common proceedings.

- (2) Any such orders shall specify—

- (i) the authority which may function as the Disciplinary authority for the purpose of such common proceedings;
- (ii) the penalties specified in Regulation 25 which such Disciplinary Authority shall be competent to impose; and
- (iii) whether the procedure prescribed in Regulation 27 or Regulation 28 may be followed in the proceeding.

SPECIAL PROCEDURE IN CERTAIN CASES

30. Notwithstanding anything contained in Regulation 27, 28 and 29—

- (i) where a penalty is imposed on an employee on the ground of conduct which has led to his conviction on a criminal charge, the Disciplinary Authority may consider the circumstances of the case and pass such orders thereon as it deems fit; or
- (ii) where the Disciplinary Authority is satisfied for reasons to be recorded in writing that it is not reasonably practicable to follow the procedure prescribed in the said rules, the Disciplinary Authority may consider the circumstances of the case and pass such orders as it deems fit; or
- (iii) where the Government of India is satisfied that in the interest of the security of the State, it is not expedient to follow such a procedure, the Disciplinary Authority may pass such orders as it deems fit.

PROVISION REGARDING OFFICERS BELONGING TO CENTRAL GOVERNMENT/STATE GOVERNMENT OR OTHER ORGANISATIONS ON FOREIGN SERVICE WITH THE COMMISSION

31. (1) Where an order of suspension is made or disciplinary proceeding is taken against an employee on foreign service with the Commission, the authority lending his services shall forthwith be informed of the circumstances leading to the order of his suspension or the commencement of the disciplinary proceeding, as the case may be.

(2) In the light of the findings of the disciplinary proceeding taken against such an employee—

- (i) If the Disciplinary Authority is of the opinion that any of the penalties specified in clauses (i) to (iii) of Regulation 25 should be imposed on him, it may subject to the provisions of Sub-regulation (11) of Regulation 27 or Regulation 28, as the case may be, after consultation with the lending authority pass such orders, as it deems fit;

Provided that in the event of difference of opinion between the borrowing authority and lending authority the services of such an employee shall be replaced at the disposal of the lending authority;

- (ii) if the Disciplinary Authority is of the opinion that any of the penalties specified in clauses (iv) to (vii) of Regulation 25 should be imposed on him, it shall replace his services at the disposal of the lending authority and transmit to it the proceedings of the inquiry for such action as it deems necessary.

32. The evidence of persons deposing at the enquiry shall be got signed by the persons deposing and the employee against whom the inquiry proceedings are being taken. If any one of them refuses to sign the deposition the fact should be recorded by the authority recording the evidence and the authority's endorsement got attested by two of the persons present at the inquiry.

APPEAL

33. An employee may appeal against an order of suspension or any penalty to the Authority to which the Authority which made or is deemed to have made the order is immediately subordinate;

Provided that no appeal shall lie where the said order was made or is deemed to have been made by the Commission itself, but the Commission may, on its own initiative or on any petition submitted by the employee, review its decision.

Explanation : The expression "employee" includes a person who has ceased to be an employee.

APPEAL AGAINST OTHER ORDERS

34. An employee (including one who has ceased to be such) may appeal against an order—

- (a) which denies or varies to his disadvantage, his pay, allowances, pension or other conditions of service as regulated by any rules, regulations or agreement; or
- (b) interprets to his disadvantage the provisions of any such rules or agreement; or
- (c) stops him at the efficiency bar in the time scale on the ground of conduct which has led the bar, or reverts him to his lower service, grade or post while officiating in higher service, grade or post otherwise than as a penalty; or
- (d) reduces or withholds the pension or provident fund or denies the maximum pension or provident fund admissible under the rules; or
- (e) determines the pay and allowances for the period of suspension to be paid to him on his reinstatement or determines whether or not such period shall be treated as a period spent on duty for any purpose;

to the authority to which the authority which passed the orders is immediately subordinate.

PERIOD OF LIMITATION FOR APPEALS

35. No appeal under this chapter shall be entertained unless it is submitted within a period of three months from the date on which the appellant receives a copy of the order appealed against;

Provided that the appellate authority may entertain the appeal after the expiry of the said period, if it is satisfied that the appellant had sufficient cause for not submitting the appeal in time.

FORM AND CONTENTS OF APPEALS

36. (1) Every person submitting an appeal shall do so separately and in his own name.

(2) The appeal shall be addressed to the Authority to whom the appeal lies, shall contain all material statements and arguments on which the appellant relies, shall not contain any disrespectful or improper language, and shall be complete in itself.

SUBMISSION OF APPEALS

37. Every appeal shall be submitted through the Authority which made the order appealed against. A copy of the appeal may be submitted direct to the Appellate Authority.

WITHHOLDING OF APPEALS

38. (1) The Authority which made the order appealed against may withhold the appeal if—

- (i) it is an appeal against an order from which no appeal lies; or
- (ii) it does not comply with any of the provisions of Regulation 36; or
- (iii) it is not submitted within the period specified in Regulation 35 and no cause is shown for the delay; or
- (iv) it is a repetition of an appeal already decided and no new facts or circumstances are adduced;

Provided that an appeal withheld on the ground only that it does not comply with the provisions of Regulation 36 shall be returned to the appellant, and if resubmitted within one month thereof after compliance with the said provisions, shall not be withheld.

(2) Where an appeal is withheld, the appellant shall be informed of the facts and reasons therefor.

(3) At the commencement of each quarter, a list of the appeals withheld by any authority during the previous quarter, together with the reasons for withholding them, shall be furnished by that authority to the appellate authority.

TRANSMISSION OF APPEALS

39. (1) The Authority which made the order appealed against shall, without any avoidable delay, transmit to the appellate authority every appeal, which is not withheld under Regulation 38, together with its comments thereon and the relevant records.

(2) The authority to which the appeal lies may direct transmission to it of any appeal withheld under Regulation 38 and thereupon such appeal shall be transmitted to that authority together with the comments of the authority withholding the appeal and the relevant records.

CONSIDERATION OF APPEALS

40. (1) In the case of an appeal against an order of suspension, the Appellate Authority shall consider whether in the light of the provisions of Regulation 24 and having regard to the circumstances of the case, the order of suspension is justified or not and confirm or revoke the order accordingly.

(2) In the case of an appeal against an order imposing any of the penalties specified in Regulation 25 the Appellate Authority shall consider—

- (a) whether the procedure prescribed in these regulations had been complied with, and if not, whether such non-compliance has resulted in failure of justice;
- (b) whether the findings are justified; and
- (c) whether the penalty imposed is excessive, adequate or inadequate;

and pass orders—

- (i) setting aside, reducing, confirming or enhancing the penalty; or
- (ii) remitting the case to the authority which imposed the penalty or to any other authority with such direction as it may deem fit in the circumstances of the case;

Provided that—

- (i) the Appellate Authority shall not impose any enhanced penalty which neither such authority nor the authority which made the order appealed against is competent in the case to impose;
- (ii) no order imposing an enhanced penalty shall be passed unless the appellant is given an opportunity of making any representation which he may wish to make against such enhanced penalty; and
- (iii) if the enhanced penalty which the Appellate Authority proposes to impose is one of the penalties specified in clauses (iv) to (vii) of Regulation 25 and an inquiry under Regulation 27 has not already been held in the case, the Appellate Authority shall, subject to the provisions of Regulation 30, itself hold such inquiry or direct that such inquiry be held, and thereafter on consideration of the proceeding of such inquiry and after giving the appellant an opportunity of making any representation which he may wish to make against such penalty, pass such orders as it may deem fit.

(3) In the case of an appeal against any order specified in Regulation 34, the Appellate Authority shall consider all the circumstances of the case and pass such orders as it deems just and equitable.

IMPLEMENTATION OF ORDERS IN APPEAL

41. The Authority which made the order appealed against shall give effect to the orders passed by the Appellate Authority.

SAVING OF RIGHTS UNDER LAW

42. Notwithstanding anything contained in this part, where the person who made the order appealed against becomes, by virtue of his subsequent appointment or otherwise, the Appellate Authority under Regulations 33, and 34 in respect of the appeal against such order,

such person shall forward the appeal to the authority to which he is immediately subordinate and such authority shall, in relation to that appeal, be deemed to be the Appellate Authority for the purposes of Regulations 40 and 41.

REVIEW

43. (1) The authority to which an appeal against an order imposing any of the penalties specified in Regulation 25 lies may, of its own motion or otherwise call for the records of the case in a disciplinary proceeding, review any order passed in such a case and pass such orders as it deems fit, as if the employee of the Commission had preferred an appeal against such order;

Provided that no action under this rule shall be initiated more than six months after the date of the order to be reviewed.

44. Notwithstanding anything contained in these regulations the Commission may at any time, of its own motion or otherwise, call for the records of a case and review any order made under these regulations and may pass such orders as it may deem fit;

Provided that :—

- (i) an order imposing or enhancing a penalty shall not be passed unless the person concerned has been given opportunity of making any representation, which he may wish to make against such order;
- (ii) if the Commission proposes to impose any of the penalties specified in clauses (iv) to (vii) of Regulation 25, in a case where an inquiry under Regulation 27, has not been held, the Commission shall subject to the provisions of Regulation 30, direct that such inquiry shall be held, and thereafter on consideration of the proceedings of such inquiry and after giving the person concerned an opportunity of making any representation, which he may wish to make against such penalty, pass such orders as it may deem fit.

TREATMENT OF THE PERIOD AND PAY AND ALLOWANCES ADMISSIBLE TO AN EMPLOYEE FOR THE PERIOD OF HIS ABSENCE FROM DUTY ON DISCIPLINARY PROCEEDINGS

45. (1) When an employee who has been dismissed, removed, or suspended is reinstated, the Authority competent to order the reinstatement shall consider and make a specific order :—

- (a) regarding the pay and allowances to be paid to the employee for the period of his absence from duty; and
- (b) whether or not the said period shall be treated as a period spent on duty.

(2) Where the authority mentioned in Sub-regulation (1) is of the opinion that the employee has been fully exonerated or, in the case of suspension, that it was wholly unjustified, the employee shall be given the full pay and allowances to which he would have been entitled had he not been dismissed, removed or suspended, as the case may be.

(3) Where an order under Sub-regulation (1) and (2) has not been passed by the appropriate authority at the time of issue of orders of reinstatement, the case shall be referred back to him for his orders on this point.

INDUSTRIAL WORKERS

46. Nothing contained in these Regulations shall operate to take away any right or privilege to which an employee is entitled in accordance with the provisions of the Industrial Disputes Act, 1947 or the Trade Union Act, 1926.

DELEGATION OF POWERS

47. (1) For purposes of these Regulations, the powers of the Commission shall be exercised by the Member-in-Charge of Administration;

(2) The Commission reserves to itself the right to modify, cancel or amend any or all of these regulations or orders issued thereunder and to give effect thereto from any date which it may deem fit.

48. (1) The Central Civil Services (Classification, Control and Appeal) Rules, 1957, and any notifications

issued and orders made under any such rules to the extent to which they apply to persons to whom these Regulations apply or confer powers to impose penalties or entertain appeals are hereby repealed.

Provided that :—

- (a) such repeal shall not affect the previous operation of the said rules, notifications and orders or anything done or any action taken thereunder;
- (b) any proceedings under the said rules, notifications or orders pending at the commencement of these rules shall be continued and disposed of as far as may be, in accordance with the provisions of these Regulations;

(2) Nothing in these Regulations shall operate to deprive any person to whom these Regulations apply of any right of appeal which had accrued to him under the rules, notifications or orders repealed by Sub-regulation (1) in respect of any order passed before the commencement of these Regulations.

(3) An appeal pending at or preferred after the commencement of these Regulations against an order made before such commencement shall be considered and orders thereon shall be passed under these Regulations.

INTERPRETATION

49. If any doubt arises regarding the interpretation of any provisions of these Regulations, the matter shall be referred to the Directorate of Administration and Secretariat for clarifications.

Director of Administration and Secretary

ANNEXURE

ACTS AND OMISSIONS CONSTITUTING MISCONDUCT

1. Wilful insubordination or disobedience, either alone or in combination with others, to any lawful order of a superior.
2. Bribery, sabotage, wilful damage, theft, fraud or dishonesty in connection with the Commission's business or property.
3. Giving false information regarding one's name, age, qualifications or previous service etc. at the time of employment.
4. Habitual late attendance, indebtedness or insolvency, neglect of duty, malingering and wilful or habitual absence from duty, leave station without leave or without sufficient cause.
5. Approaching higher authorities for personal promotion or any other personal favour or gain through other people.
6. Spreading false rumours or giving false information, gambling, drunkenness, fighting, riotous, threatening or intimidating, disorderly or indecent behaviour in the Project premises, Office Building and/or Commission's Township(s) or any act subversive of discipline.
7. Unauthorised communication of official documents or information and disclosure to any unauthorised person of information relating to Commission's operations and business.
8. Habitual acceptance of free gifts, carrying on money-lending or any other private business without the written permission of the Commission and entering into speculation.
9. Writing of anonymous or pseudonymous letters or associating oneself in writing such letters.
10. Striking work or inciting others to strike work in contravention of the provisions of any law or rule for the time being in force.
11. Convictions in any court of law for any criminal offence involving moral turpitude.

NOTE: Items listed in the Annexure are only instances of misconduct, and it does not imply by any means that the list is exhaustive.

MINISTRY OF LABOUR AND EMPLOYMENT

Employees' State Insurance Corporation

NOTICES

Hyderabad, the 17th November 1964

No. AP/Estt.-18(1)/57-II—It is hereby notified that a Local Committee consisting of the following members has been set up for Warangal area (where Chapter IV and V of the E.S.I. Act are in force) under Regulation 10-A of the E.S.I. (General) Regulations, 1950, with effect from the date of the Notification.

Chairman :

Under Regulation 10-A-(1)(a).

1. Revenue Divisional Officer, Warangal Division, Warangal.

Members :

Under Regulation 10-A-1(b).

2. Regional Assistant Commissioner of Labour, Hyderabad.

Under Regulation 10-A-1(c).

3. Senior Insurance Medical Officer, Warangal.

Under Regulation 10-A-1(d).

4. Shri R. S. Rao, Manager, The Azam Jahi Mills Ltd., Warangal (Affiliated to the Federation of Andhra Pradesh Chambers of Commerce and Industries).

5. Shri S. R. Gopinatha Rao, Labour Officer, Azam Jahi Mills Ltd., Warangal (Affiliated to the Federation of Andhra Pradesh Chambers of Commerce and Industries).

Under Regulation 10-A-(1)(e).

6. Shri B. H. Nagabhusan Rao, M.L.A., President, The Azam Jahi Mills Ltd., Warangal. (Not affiliated to any Central Employees Union).

7. Shri Y. Sailoo, General Secretary, The Azam Jahi Mills Workers Union, Warangal. (Not affiliated to any Central Employees' Organisation).

Under Regulation 10-A-1(f).

8. Manager, Local Office, E.S.I. Corporation, Warangal. *Secretary.*

No. AP/Estt.18(1)/57-II—It is hereby notified that a Local Committee consisting of the following members has been set up for Kakinda area (where Chapter IV and V of the E.S.I. Act are in force) under Regulation 10-A of the E.S.I. (General) Regulations, 1950 with effect from the date of Notification.

Chairman :

Under Regulation 10-A-(1)(a).

1. Revenue Divisional Officer, Kakinda Division, Kakinada.

Members :

Under Regulation 10-A-1(b).

2. Regional Assistant Commissioner of Labour, Visakhapatnam.

Under Regulation 10-A-1(c).

3. Senior Insurance Medical Officer, Kakinada.

Under Regulation 10-A-1(b).

4. Shri Bulli Abbayi, Secretary, Sarvaraya Textiles Ltd., Kakinada. (Representing the Employees' Federation of India, Bombay).

5. Shri K. S. S. Prakasa Rao, Personnel Officer, Sri Ramdas Motor Transport (P) Ltd., Kakinada.

(Representing the Management of Sri Ramdas Motor Transport (P) Ltd., Kakinada).

6. Shri Chody Parasuram,
M/s. Chody Apparow Engineering Works,
P.B. No. 8, Kakinada.
(Representing the Andhra Chambers of Commerce, Secunderabad).

Under Regulation 10-A(1)(e).

7. Shri Tanikka Krishna Murthy,
Veesettivari Street,
Fosterpet, Jagannayakapur,
Kakinada.
(Representing Sri Ramdas Motor Transport (P) Ltd., Workers Union, Kakinada).

8. Shri P. Ramachander Rao,
President, Chowde Appa Rao, Engineering Workers Union,
C/o. Asst. Manager, Sattilinga Naicker Chatram,
Jagannayakapur, Kakinada.
(Affiliated to A.P.T.U.C.).

9. Shri Karnam Krishna Rao,
Ring Frame Tenter,
M/s. Sarvaraya Textiles Ltd.,
Kakinada.
(Representing the Workers of M/s. Sarvaraya Textiles Ltd., Kakinada).

Under Regulation 10-A-(1)(f).

10. Manager, Local Office,
E.S.I. Corporation,
Kakinada.

Secretary.

No. AP/Estt.18(1)/57-II—It is hereby notified that a Local Committee consisting of the following members has been set-up for Chittivalasa area (where Chapter IV and V of the E.S.I. Act are in force) under Regulation 10-A of the E.S.I. (General), Regulations, 1950 with effect from the date of the Notification.

Chairman :

Under Regulation 10-A-(1)(a).

1. Revenue Divisional Officer,
Chittivalasa Division,
Vizagapatnam (Dist.).

Members :

Under Regulation 10-A-1(b).

2. Regional Assistant Commissioner of Labour,
Vizagapatnam.

Under Regulation 10-A-1(c).

3. Senior Insurance Medical Officer,
Chittivalasa.

Under Regulation 10-A-1(b).

4. Shri W. D. Prakasa Rao,
Office Master, Chittivalasa Jute Mills Co. Ltd.,
Chittivalasa.
(Affiliated to Andhra Pradesh Chambers of Commerce & Industry).

5. Shri P. B. K. Raju, Labour Welfare Officer,
Chittivalasa Jute Mills Co. Ltd., Chittivalasa.
(Affiliated to Andhra Pradesh Chambers of Commerce and Industry).

Under Regulation 10-A(1)(e).

6. Shri J. V. K. Vallabh Rao,
General Secretary,
Chittivalasa Jute Mills Labour Union,
Tagarapuvalasa, Vizagapatnam (Dist.).
(Affiliated to A.I.T.U.C.).

7. Shri B. S. Mallikarjuna Rao, B.A., B.L.,
President, Chittivalasa Jute Mills,
Karmika Congress Sangam and Staff Union,
Chittivalasa.
(Affiliated to I.N.T.U.C.).

Under Regulation 10-A(1)(f):

8. The Manager,
Local Office,
E.S.I. Corporation,
Chittivalasa.

Secretary.

No. AP/Estt.18(1)/57-II—It is hereby notified that a Local Committee consisting of the following members has been set-up for Adoni area (where Chapter IV and V of the E.S.I. Act are in force) under Regulation 10-A of the E.S.I. (General) Regulations, 1950 with effect from the date of Notification.

Chairman :

Under Regulation 10-A-(1)(a).

1. Revenue Divisional Officer,
Adoni Division, Adoni.

Members :

Under Regulation 10-A-1(b).

2. Regional Assistant Commissioner of Labour,
Hyderabad.

Under Regulation 10-A-1(c).

3. Senior Insurance Medical Officer, Adoni.

Under Regulation 10-A-1(d).

4. Shri B. S. Yalwar,
Factory Manager,
Rayalaseema Mills Ltd.,
Adoni.

5. Shri J. Sree Ramulu, B.A., B.L.,
Labour Welfare Officer,
Rayalaseema Mills Ltd.,
Adoni.

6. Shri M. K. Sawjani,
Factory Manager,
Adoni Spinning and Weaving Co., Ltd.,

7. Shri S. Ramu, Asst. Manager,
Adoni Spinning & Weaving Co. Ltd.,
Adoni.

(Representing the Employer's Federation of India, Bombay).

Under Regulation 10-A(1)(e).

8. Shri B. Yapallayya, B. N. Road, Adoni.
(Representing the Workers of Adoni Spinning & Weaving Mills Co., Adoni).

9. Shri K. Hanumanthappa, B. N. Road, Adoni (Representing the Workers of Rayalaseema Mills Ltd., Adoni).

(Representing I.N.T.U.C.).

10. Shri Ramanna, General Secretary,
Rayalaseema Mills,
Aikya Karmika Sangham, Adoni.

11. Shri K. Anjaneyaloo, President,
Adoni Spinning & Weaving Workers Union
Adoni (Representing A.P.T.U.C.).

Under Regulation 10-A-(1)(f).

12. Manager, Local Office,
E.S.I. Corporation,
Adoni.

Secretary.

No. AP/Estt.18(1)/57-II—It is hereby notified that a Local Committee consisting of the following members has been set-up for Sirpur Kagaznagar area (where Chapter IV and V of the E.S.I. Act are in force) under Regulation 10-A of the E.S.I. (General) Regulations, 1950 with effect from the date of the Notification.

Chairman :

Under Regulation 10-A-(1)(a).

1. Revenue Divisional Officer,
Sirpur Kagaznagar Division,
Sirpur Kagaznagar.

Members :

Under Regulation 10-A-1(b).

2. Regional Assistant Commissioner of Labour,
Hyderabad.

Under Regulation 10-A-1(c).

3. Senior Insurance Medical Officer,
Sirpur Kagaznagar.

Under Regulation 10-A-1(d).

4. Shri S. N. Kabra, Chief Accountant,
The Sir Silk Ltd., Sirpur Kagaznagar.
5. Shri S. Krishna Murthy, Labour Welfare Officer,
The Sir Silk Ltd., Sirpur Kagaznagar.
6. Shri P. M. Rao, The Sirpur Paper Mills Ltd.,
Sirpur Kagaznagar.
7. Shri P. B. Gupta, The Sirpur Paper Mills Ltd.,
Sirpur Kagaznagar.

(Representing M/s. Sirpur Paper Mills Ltd. and
Sir Silk Ltd., Sirpur Kagaznagar which are affiliated
to the Federation of Andhra Pradesh Chambers
of Commerce and Industries, Hyderabad).

Under Regulation 10-A(1)(e).

8. Shri W. P. Laxmiah,
General Secretary,
Sirpur Paper Mills Workers Union,
Sirpur Kagaznagar.

9. Shri M. A. Hadi, Vice-President,
Sirpur Paper Mill Workers' Union,
Sirpur Kagaznagar.

10. Shri Alexander Nizam,
Sirpur Paper Mills Workers Union,
Sirpur Kagaznagar.

11. Shri M. Sadique Hussaini,
General Secretary,
The Sir Silk Employees Union,
Sirpur Kagaznagar.

(Representing the Workers Union of Sirpur Paper
Mills Ltd., and Sir Silk Ltd. and both these Unions
are affiliated to I.N.T.U.C.).

Under Regulation 10-A-(1)(f).

12. Manager, Local Office,
E.S.I. Corporation,
Sirpur Kagaznagar.

Secretary.

A. V. SUBRAHMANYAN
Regional Director

